# Joint Education and Individual Training

## U.S. Joint Forces Command

**Ms. Elizabeth Lape**
**Lead, Education and Individual Training Programs**
**Doctrine and Education Group (DEG)**
**24 August 09**

# *Objective*

**Establish a joint professional military education and training venue for joint stakeholders to exchange information, provide recommendations and identify and discuss joint education and training issues and concerns to further improve joint education and training for the warfighter.**

# Outcome

- **Explain Doctrine and Education Group's roles and responsibilities in Joint Education and Training**
  - **Joint course certification**
  - **Provide stakeholders with JFCOM Education and Training POCs**
- **Develop process to use Individual & Staff Joint Training Working Group on Day 1 as a venue for joint individual training (JIT) and certification dialog**
  - **Identify gaps and seams in current joint training and education**
  - **Provide Individual and Staff Training Working Group recommendations, concerns, and/or issues to individual training and JPME organizations**


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3

# Joint Professional Military Education

## E/OPMEP CJCSI 1800.01C

### Services

- Pre-commissioning/Primary JPME (Academies, ROTC, OTS, OCS)
- Svc-Intermediate Level College (ILC)
- Svc Senior-Level Colleges (SLC) (JPME PHASE I and II)

- Joint Staff J-7 Oversight
- PAJE Certification

### Nat'l Defense University

- National War College (NWC)
- Industrial College of the Armed Forces (ICAF)
- Joint Forces Staff College
  - Joint and Combined Warfighting School (JCWS)
  - Joint Advanced Warfighting School (JAWS)
  - Advanced Joint Professional Military Education (AJPME, RC)
- Combined/Joint Functional Component Commander Courses
- Joint Flag Officer Warfighting Course
- CAPSTONE/PINNACLE/ KEYSTONE


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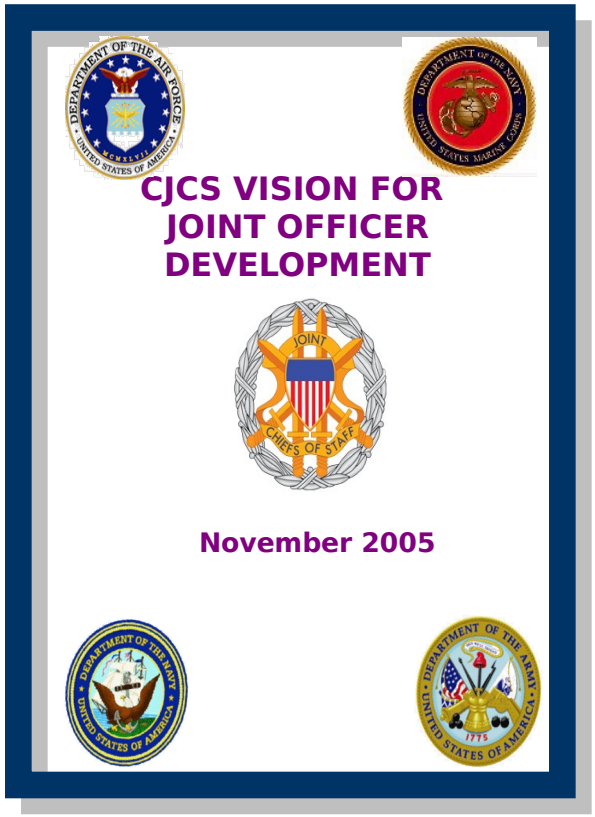
# Joint Officer Development
# CJCS Vision-Nov 2005



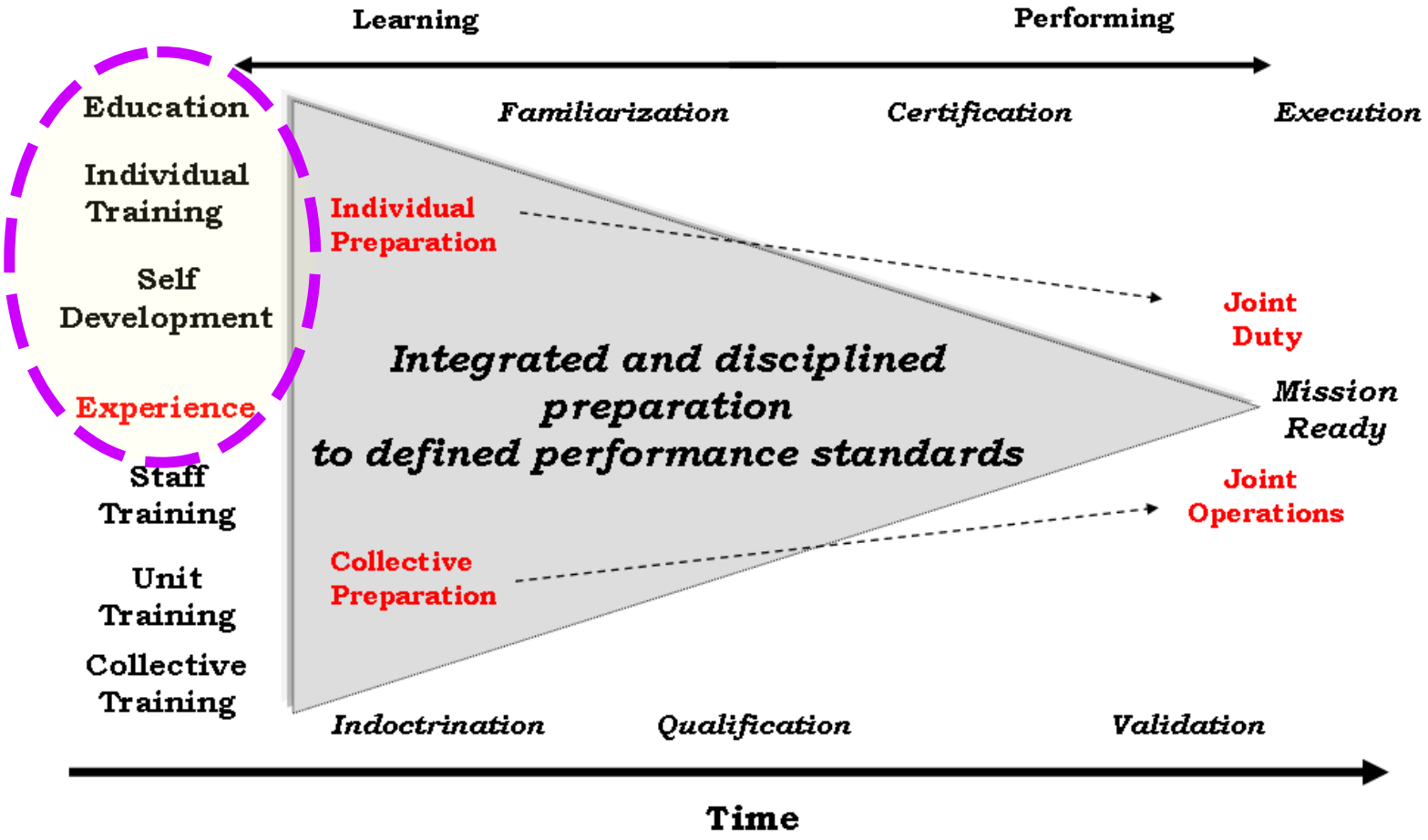

- **Objective:**
  - **Produce the largest possible body of *fully qualified* and *inherently joint officers* suitable for joint command and staff responsibilities in the Capstone Concept for Joint Operations "Envisioned Force"**
- **Focal Point:**
  - **Colonels and Captains (O-6 community)**
    - **Convergence & divergence of service development strategies**
- **Assumption:**
  - **Joint Officers are built upon Service Officers**

**CJCS items of interest; MECC-Feb 09**

- **International Student mix**
- **Curricula relevance (NCO – GO/FO)**
- **Military Faculty Quality**

# Focus on the Individual

## Joint Learning Continuum



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# Joint Individual Learning Continuum

## Four Interdependent Pillars

- Joint Individual Training (JIT)…learning to do Joint Learning Portal (JLP); "virtual schoolhouse"
- Joint Professional Military Education (JPME)…learning to think
- Self-development… self-directed learning
  - Self-motivated quest of knowledge
  - Increased Commanding Officer role
- Joint Experience… practical application of what was learned
  - Joint experience accrues where jointness is applied
  - Joint exercises

**Desired: Multiple Paths of delivery and/or attainmen**


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# Joint Qualification Matrix

| LEVEL | CRITERIA |
|---|---|
| I | a. Awarded upon joint certification of pre-commissioning and basic officer course completion.<br>-- These courses provide learning objectives dealing with "Joint Introduction and Awareness".<br>b. Junior Officers are focused on Service competencies.<br>c. Qualification points begin to accrue following commissioning via opportune joint experiences, joint training, joint exercises, and other education. |
| II | a. Awarded upon completion of JPME I, accrual of 18 joint points (a minimum of 12 points must come from "Joint Experience"), and certification by the CJCS.<br>b. Discretionary points may be derived from joint training, joint exercises, and other education<br>NOTE: Officers who have Full Joint Tour Credit and have completed JPME Phase I are automatically designated as Lv II |
| III | a. Awarded upon completion of JPME II or AJPME (Reserve Component officers) and accrual of a minimum of 36 total points (based on Level II point requirements, normally 18 more points since Level II) or Full Joint Duty Credit, and certification by the Secretary of Defense or his designee.<br>b. Recency requirement: a minimum of 12 points must come from "Joint Experience" since Level II designation.<br>c. Discretionary points may be derived from joint training, joint exercises, and other education.<br>d. Formal designation: Joint Qualified Officer (JQO).<br>e. Effective 1 Oct 2008, JQO required for appointment as an O-7 (AC Only). |
| IV<br>*G/FO Only* | a. Awarded upon completion of CAPSTONE (AC only) and accrual of 24 joint experience points or full joint G/FO credit from an assignment in a G/FO joint billet in OSD/JS/COCOM HQs/JTF HQs, Defense Agency HQs, hold designation as a JQO, and certification by the Secretary of Defense or his designee.<br>b. Officers must be a G/FO (for pay purposes) for at least one day while filling the G/FO S-JDA or during the period for which joint experience points are earned |

**Point Accrual Formula**

***JOINT QUALIFICATION LEVEL*** **= JOINT EDUCATION + EXPERIENCE Pts + DISCRETIONARY Pts**

**Joint EXPERIENCE Points = Duration (Months) x Environment Factor***

***Combat: 3, Non-Combat: 2, Steady-state: 1**

**DISCRETIONARY Points = Education + Training + Exercise**

**Education / Training = degree or certification related to "Joint Matters" [Pts TBD]**

**Exercise Points = Role [Participant (1pt), Key Participant/Planner (2pts), Leader (3pts)]**

# The Joint Qualification System

**TRADITIONAL PATH**
**S-JDA (JDAL)**

- Statutory Tour Lengths
  - 36 month (O-6 & below)
  - 24 month (GFO)
- Tour Length Waivers Available
- JPME I & II / AJPME Required
  - JPME Waiver Available

JQS POINTS

Cum. Credit

**EXPERIENCE PATH**
**E-JDA**

**LEVEL I**

+ 18 Points and JPME I

**LEVEL II**

+ 18 Points and JPME II /

TOTAL FORCE

Full Credit

**JOINT QUALIFIED OFFICER (JQO)**
**[ LEVEL III ]**

**GFO Full Joint Credit and CAPSTONE**

+ 24 Points and CAPSTONE

**LEVEL IV**

**Joint Qualification Level = Joint Education + Experience Pts + Other Pts**

# JQS Point Awards

- **JQO Points are awarded on a basis of 1.0 point per 40 hours of training**

| Hours Training | Number JOQ Points |
|---|---|
| <16 hours | = 0 points |
| 16 - 39 hours | = 0.5 point |
| 40 - 59 hours | = 1.0 point |
| 60 - 99 hours | = 1.5 points |
| >100 hours | = 2.0 points |

- **Example: Completion of a 20 hour joint certified distributed learning course is awarde 0.5 JQO points**
- **No more than two (2) points awarded per course**


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10

# US Joint Forces Command

## Joint Staff J7

## U.S. Joint Forces Command/ Joint Warfighting Center

- Training
- Education
- Doctrine and Education Group (DEG)



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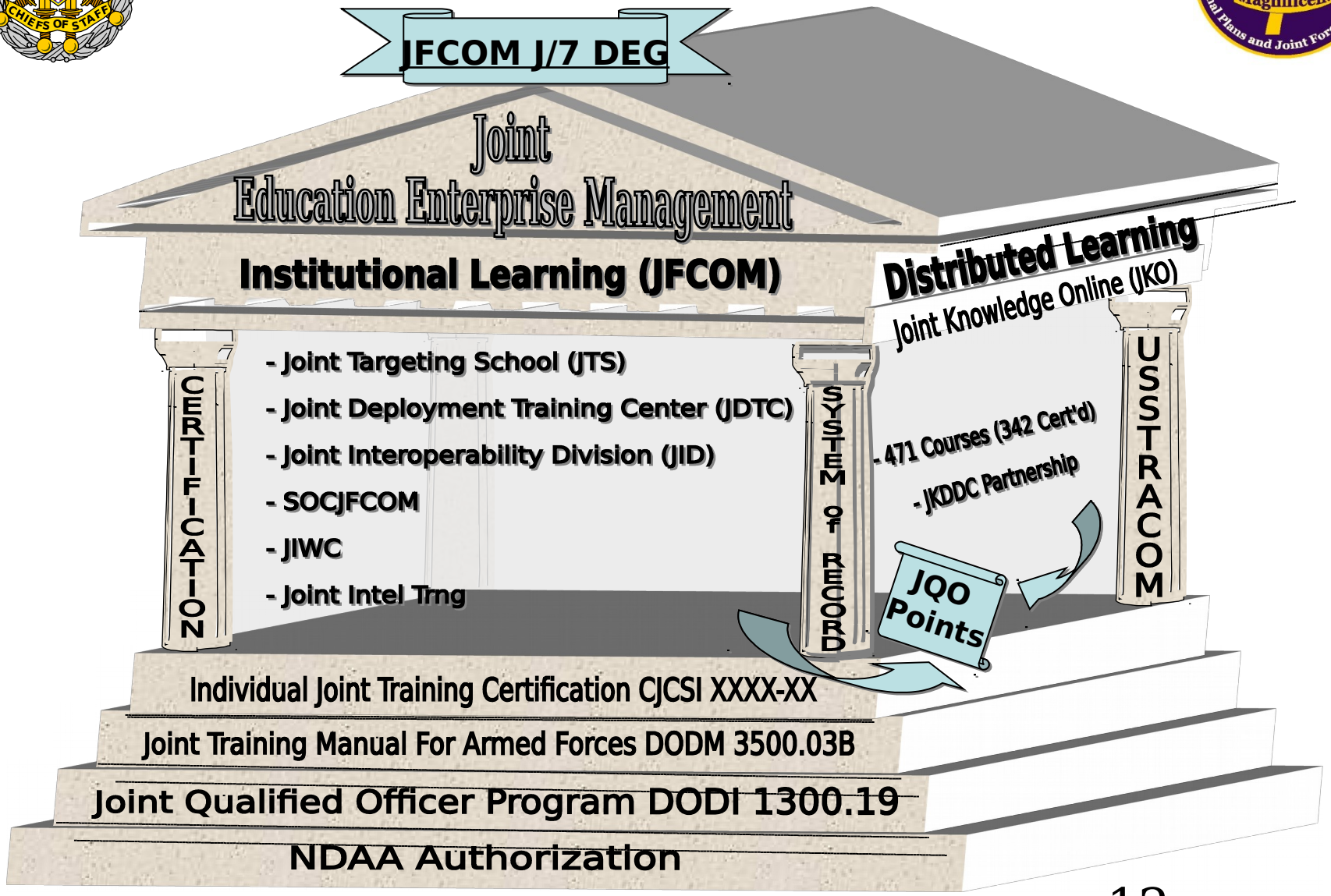
11

# USJFCOM's Role in the Joint Individual Learning Continuum



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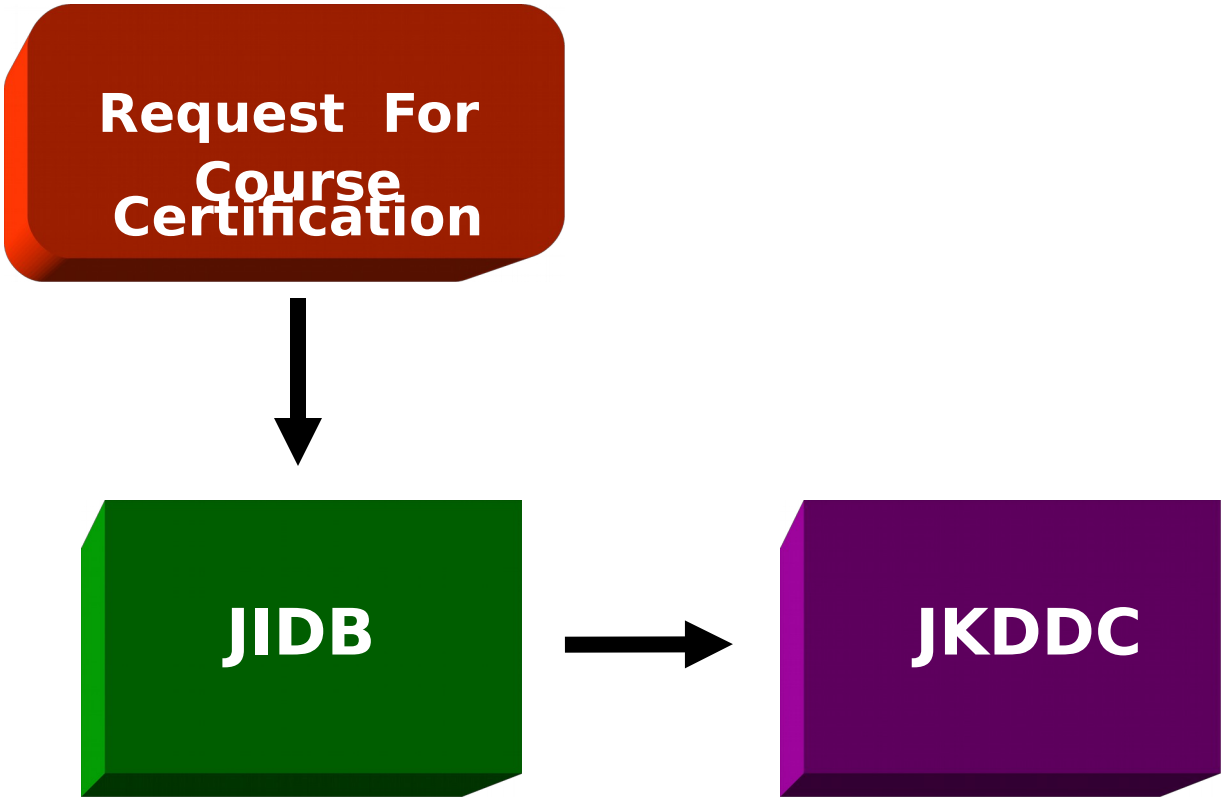
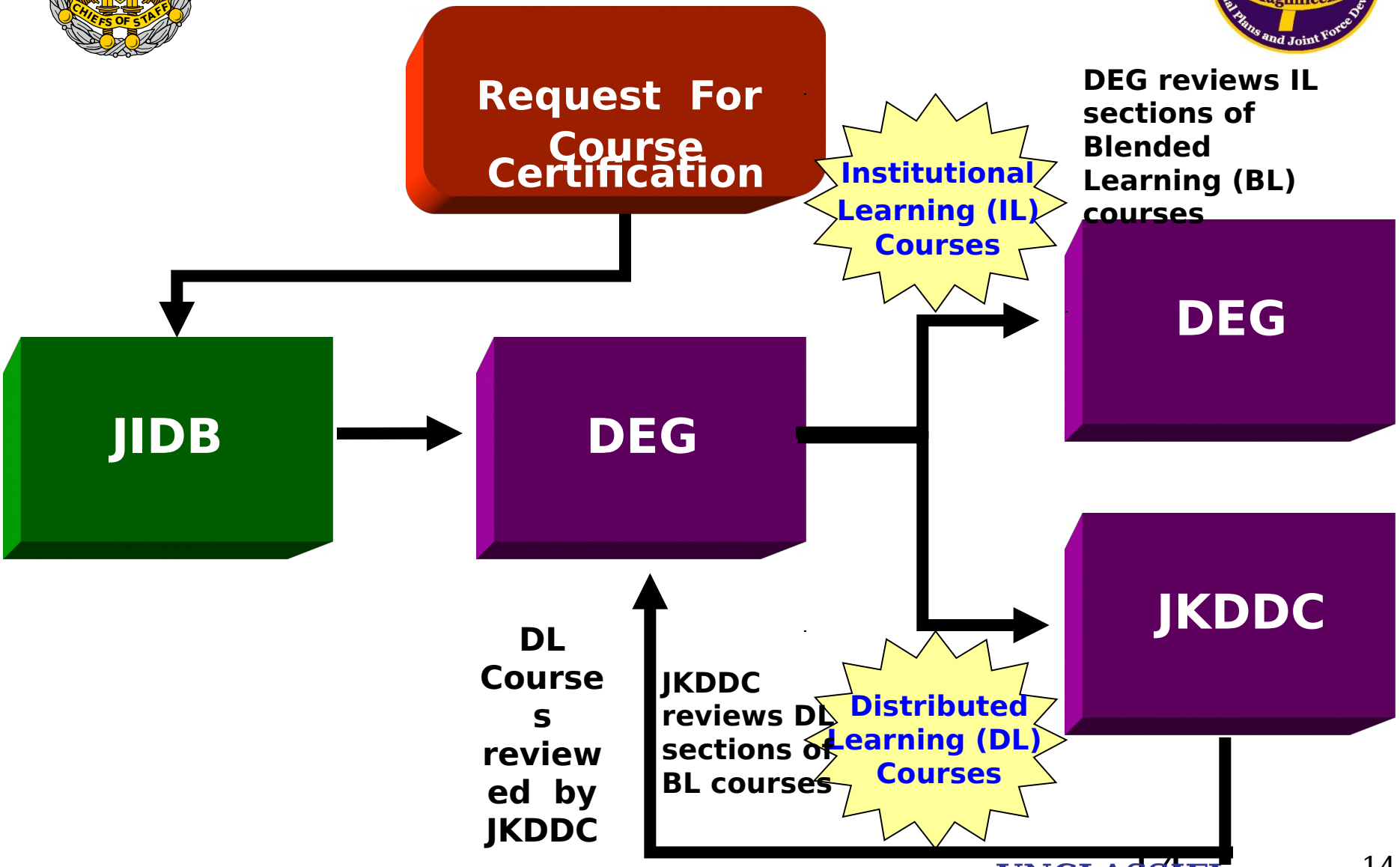
# Course Certification Process (2006 – 2008)



# Course Certification Process (2008 – Present)



# DEG Initiatives - Near Term

- **Venue for Advocacy**
  - **WJTSC Joint Individual Training (JIT) Working Group (WG)**
- **Policy**
  - **Certification CJCSI - Common understanding and process to gain certification**
- **System of Record**
  - **New database - Single source for JQO Points for Joint Individual Learning**
  - **Database Vision**
    - **Centralized**
    - **Tailored to fully support the administration, management and life cycle maintenance of joint**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15

# *Draft CJCSI for Individual Joint Training and Education Certification*

- **Intended to replace Enclosure H, "Joint Individual Learning Content Certification Process," to CJCSM 3500.03B, *Joint Training Manual for the Armed Forces of the United States*.**

- **Sets forth policy and provides detailed procedures to assist the Chairman of the Joint Chiefs of Staff in implementing the responsibility to certify individual joint training and education.**

- **Emphasizes that individual joint training and education content should be developed to support command joint training requirements as well as reinforce / increase the knowledge gained through joint experience, Joint Professional Military Education (JPME), seminar, exercises, etc.**

- **Amplifies existing and establishes new joint certification criteria and stipulates that ONLY those training and education courses certified by USJFCOM JWFC/J7 and approved by the Joint Staff J7 will be referred to as "Joint Courses."**

# Requesting Joint Course Certification

- **When requesting course development from JKDDC via the JIDB, if joint certification is required, enter a separate request for services for certification at: https://www-secure.jwfc.jfcom.mil/jam/jam.jsp.**

  **Note: Must first have a JFCOM Webgate account: https://www-secure.jwfc.jfcom.mil/login/wgRequest.jsp**

- **If OPR developed courses require joint certification, the OPR should submit a JIDB request for service for certification**

- **POCs**
  - **Dr. Sydney Savion: (757) 203-7138 sydney.savion@jfcom.mil**
  - **Ms Marie Feltion: (757) 203-7759**


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17

# Certification Criteria

1. Content must meet a joint training requirement that supports a joint operational need

2. Content must be in accordance with current joint doctrine

3. Learning objectives must link to current Universal Joint Tasks (UJTs)

4. Course must have an assessment that tests and documents a learner's achievement of the training objectives

5. Course must have a lifecycle maintenance plan

6. Course should support the interest of two or more military departments and be accessible to all Service personnel that meet course requirements

7. Joint course instructors must possess relevant experience and

# DEG Initiatives - Far Term

- **Standardized, doctrinally-based, joint, core curriculum**
  - **Establish curriculum development processes and procedures**
    - **Future focus on curriculums instead of individual courses**
  - **Build joint curriculums**
    - **JKO LMS**
    - **JQS points**


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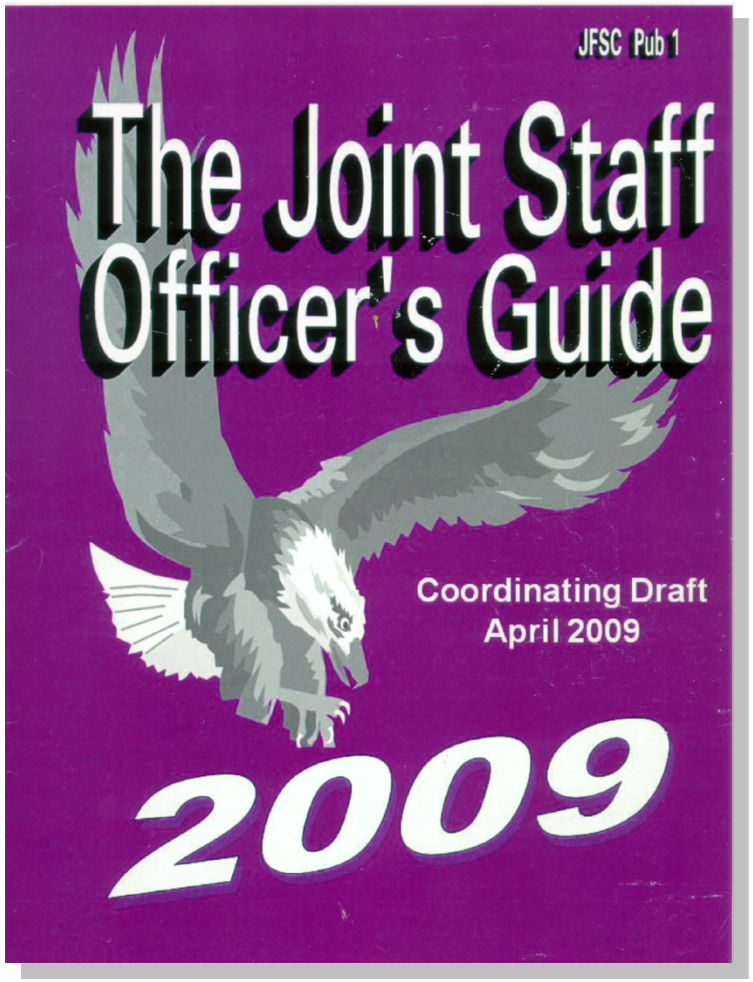
19

# Joint Forces Staff College Pub 1 (Purple Book)




- **Out for internal review**
- **Will be submitted for external review soon**
- **Expected release – 2nd quarter FY10**
- **Joint Planner's resource**

# DEG Process Enhancements

- **Increased coordination during joint course development**
- **Increased rigor in joint certification criteria**
- **Developed formal joint certification instructions**
- **Enhanced life cycle maintenance and course tracking**
- **Increased stakeholder involvement in joint course development and related curriculum**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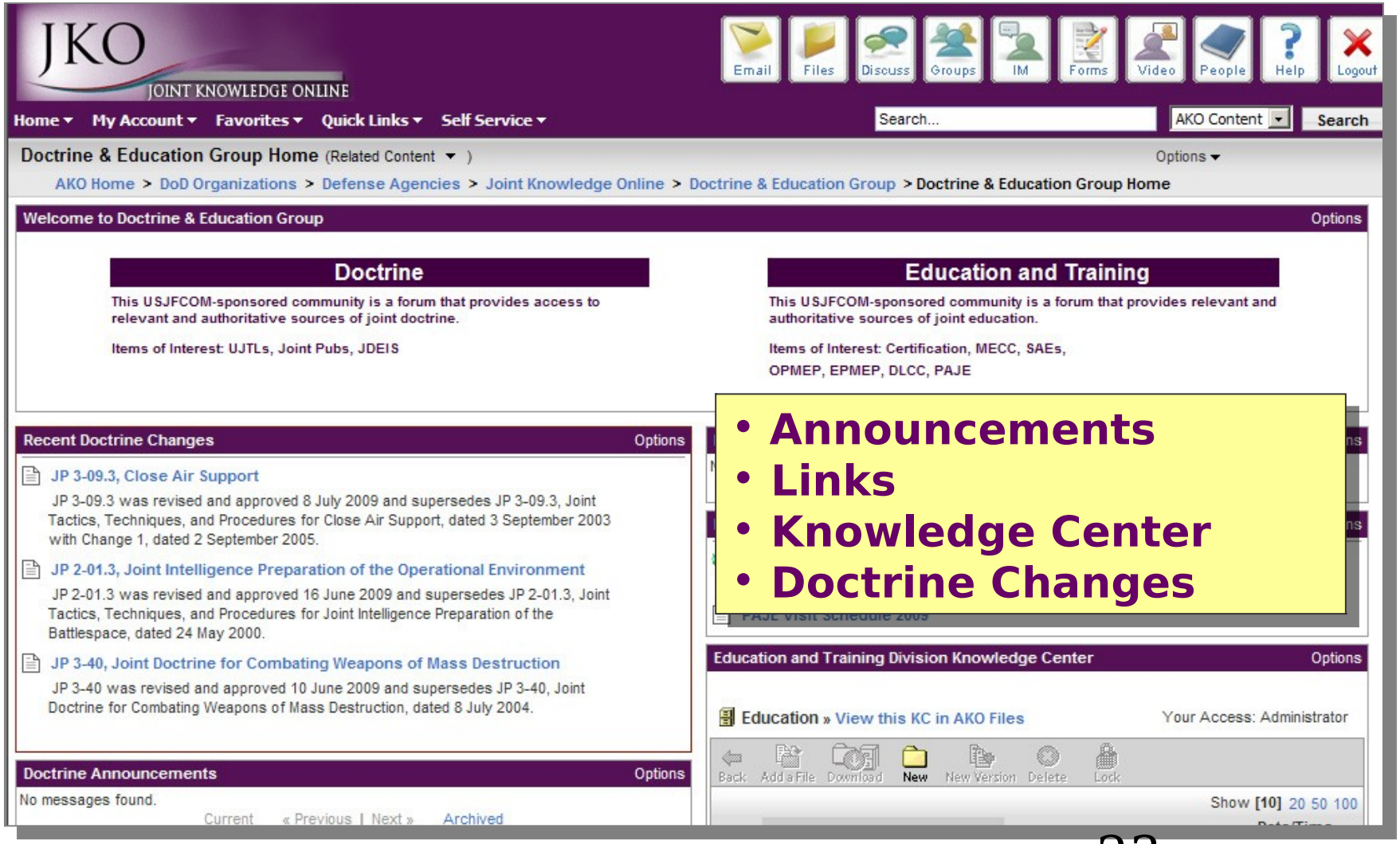
21

# *DEG Process Implications*

- **Common oversight and linkage of training and education products, and related initiatives**
- **Ensured adherence to joint doctrine through joint doctrine analyst reviews and stakeholder support**
- **Increased awareness and identification of joint education and training gaps**
- **Decrease in joint course redundancy**
- **Reduction of conflicting content**
- **Enhanced stakeholder support**
- **Centralized joint course management and quality assurance**

# DEG Community of Interest (COI) on JKO


JKO
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Email
Files
Discuss
Groups
IM
Forms
Video
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Help
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My Account
Favorites
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Welcome to Doctrine & Education Group
Options
Doctrine
This USJFCOM-sponsored community is a forum that provides access to relevant and authoritative sources of joint doctrine.
Items of Interest: UJTLs, Joint Pubs, JDEIS
Education and Training
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Recent Doctrine Changes
Options
JP 3-09.3, Close Air Support
JP 3-09.3 was revised and approved 8 July 2009 and supersedes JP 3-09.3, Joint Tactics, Techniques, and Procedures for Close Air Support, dated 3 September 2003 with Change 1, dated 2 September 2005.
JP 2-01.3, Joint Intelligence Preparation of the Operational Environment
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JP 3-40, Joint Doctrine for Combating Weapons of Mass Destruction
JP 3-40 was revised and approved 10 June 2009 and supersedes JP 3-40, Joint Doctrine for Combating Weapons of Mass Destruction, dated 8 July 2004.
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- **Announcements**
- **Links**
- **Knowledge Center**
- **Doctrine Changes**



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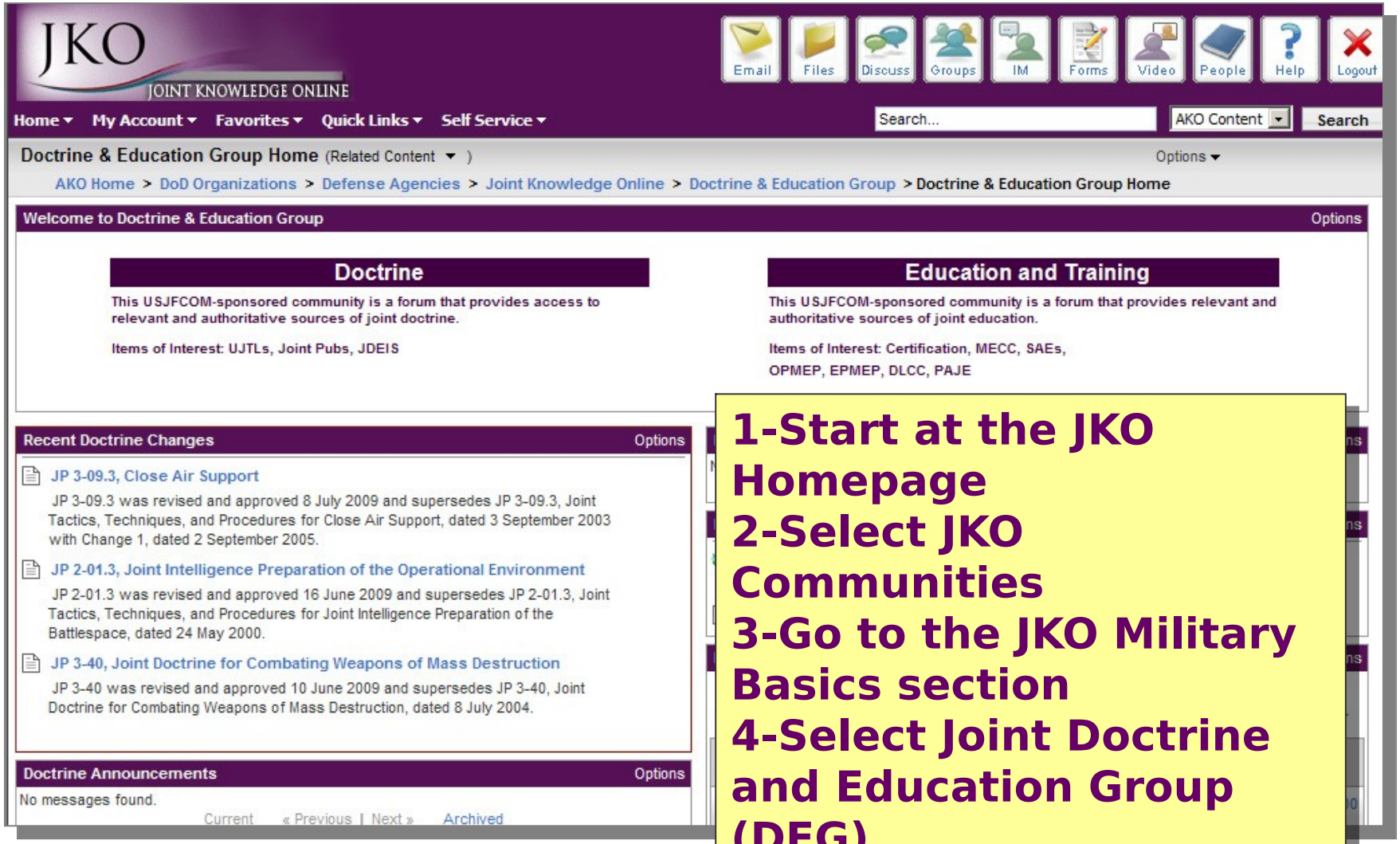
# DEG Community of Interest (COI) on JKO


JKO
JOINT KNOWLEDGE ONLINE
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Help
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My Account
Favorites
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**2-Select JKO Communities**
**3-Go to the JKO Military Basics section**
**4-Select Joint Doctrine and Education Group (DEG)**

# *Issues / Questions*


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